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Jenny Murray Managing Director	Andrew Littlewood Facility and Finance Manager			

Life Science Group Ltd (LSG) is committed to promoting equality and diversity, providing an inclusive and supportive environment for all. In the implementation of this policy all staff will:

- Ensure that people are treated solely based on their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction.
- Promote diversity and equality for staff and value the contributions made by individuals and groups of people from diverse cultural, ethnic, socio-economic, and distinctive backgrounds.
- Promote and sustain an inclusive and supportive work environment which affirms the equal and fair treatment of individuals in fulfilling their potential and does not afford unfair privilege to any individual or group.
- Wherever reasonable and practicable, promote flexible working hours and home working opportunities.
- Treat part time staff fairly and equally.
- Challenge inequality and less favourable treatment and wherever practicable.
- Ensure individuals experience a level playing field for achieving opportunities.
- Promote greater participation of under-represented groups of staff by encouraging positive action to address inequality.
- Promote an environment free of harassment and bullying on any grounds in relation to all staff.
- Promote the different ethnicities within the workforce.
- Maintain the 'Investors in People' standard.

Contact Details

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Document history

Created / reviewed	Version	Main changes	Responsible
31.12.2020	01	First version under this number. Previously Policy ID 659	Jenny Murray
24 Jun 2022	02	Update to LSG address, update to include Investors in People.	Jenny Murray